GOVERNMENT OF INDIA
RAILWAYS
LOK SABHA

UNSTARRED QUESTION NO:3758
ANSWERED ON:09.08.2017
Performance of Employees
Jayavardhan Dr. Jayakumar;Satav Shri Rajeev Shankarrao

Will the Minister of RAILWAYS be pleased to state:

(a) whether the Government is planning to advocate a system of reward and punishment for railway officials depending on the performance and if so, the details thereof;

(b) whether the Government has fixed any criteria to determine the performance of the employees/officers and if so, the details thereof;

(c) whether the Government will consult Railway Unions before introducing this system and if so, the details thereof; and

(d) the time by which this system will be introduced?

Answer

MINISTER OF STATE IN THE MINISTRY OF RAILWAYS

(SHRI RAJEN GOHAIN)

(a): Performance of employees is assessed through Annual Performance Appraisal Report (APAR), benchmark gradings of which are seen for promotions and career progression. Minister and senior
officers announce various individual/group awards depending on specific performance/achievements of Railway officials.

(b): Yes, Madam. Performance of employees is assessed through APAR grading numerical scores, which are used during promotions/career progression/other career events.

(c): No, Madam. Since this system is already in place as per statutory/administrative instructions, there is no requirement of consulting Railway Unions.

(d): Does not arise.

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